

Memorandum of Agreement (MOA)
By and Between
King County on behalf of
King County Metro Transit Department (Metro)
and
Amalgamated Transit Union, Local 587 (Union)

Subject: Addition of Maintenance Service Center Worker/ Driver CDL and Maintenance Service Center Worker-Lead/ Driver CDL classifications to the Rail Section

Background:

1. The existing Maintenance Service Center Worker (MSC Worker) and MSC Worker – Lead classifications in the Rail Section currently do not require an employee obtain and maintain a Commercial Driver’s License (CDL).
2. Effective in 2022, Rail will be hiring some new MSC Workers and MSC Worker - Leads with the requirement that they be expected to comply with the requirements of a safety sensitive position, which includes drug testing, and that they must obtain and maintain a CDL.
3. The Department of Human Resources has updated the existing classification specifications for MSC Worker and MSC Worker-Lead to include that some positions may require drug testing and possession of a CDL. King County has provided the revised classification specifications to the Union for review. The Union understands that these classifications specifications will be adopted by the County.
4. The parties enter into this agreement to establish the terms and conditions for employees hired into MSC Worker and MSC Worker – Lead positions that are classified as safety sensitive and who will be required to maintain a valid CDL and submit to required drug testing.

Agreement:

1. Section 21.1 of the Link Light Rail Vehicle Maintenance Employees article is amended to include MSC Worker/ Driver CDL and MSC Worker-Lead/ Driver CDL. By doing so, all of the terms and conditions of employment for the included MSC Worker/ Driver CDL and MSC Worker-Lead/ Driver CDL shall be governed by this article.
2. Section 21.10 of the Link Light Rail Vehicle Maintenance Employees article is amended to include MSC Worker/ Driver CDL and MSC Worker-Lead/ Driver CDL, so that a 5% swing shift and 7.5% graveyard shift apply, consistent with other MSC Worker positions.

3. Section 21.2 of the Link Light Rail Vehicle Maintenance Employees article is amended to add the following language:

A Maintenance Service Center (MSC) Worker or a MSC Worker – Lead who is hired with the requirement to carry a CDL, or who was originally hired without the requirement to carry a CDL but later agrees to drive a vehicle in the performance of their fundamental duties, who acquires a Washington state Class B CDL, and who successfully completes METRO's driver training, will have an additional \$2.00 per hour added to their base MSC Worker or MSC Worker - Lead wage rate. Such Employee also will be subject to Rail's Accident Preventability Determination and federally mandated random drug/alcohol tests. A MSC Worker or MSC Worker - Lead who fails to maintain their CDL shall lose their premium pay.

The wage rates for these new positions shall be established consistent with this language. As such, the top step for this position shall be as indicated in Section 4 below.

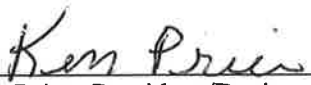
4. The Rail Section of Exhibit RA of the Collective Bargaining Agreement shall be modified by adding the following:

TITLE	11/01/2019 +3.00%	11/01/2020 +3.00%	11/01/2021 +2.00%	5/1/2022 +2.00%
Lead Rail Maintenance Service Center Worker (\$2.00 above Lead MSC Worker)	\$40.89	\$42.05	\$42.85	\$43.67
Rail Maintenance Service Center Worker (\$2.00 above MSC Worker)	\$37.35	\$38.41	\$39.14	\$39.88

5. It is within management's discretion to determine when certain MSC Worker or MSC Worker – Lead position(s) will be classified as safety sensitive and will be required to maintain a valid CDL.


6. This agreement addresses any bargaining issues that have arisen concerning the modification of the MSC Center Worker and MSC Worker-Lead classification specifications, and the added expectation that some employees obtain and maintain a CDL.

For Amalgamated Transit Union, Local 587:


Ken Price, President/Business Representative


Date

For King County:


Angela Marshall, Interim Labor Relations Manager
Office of Labor Relations, King County Executive
Office

12/17/21
Date